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Building a More Inclusive Workplace
Employee Highlight – Stewart Robertson
Mental Health



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The Headlamp

people, places and things >>>

UCR News

Births

Jeff and Adelle Frimel - welcomed Leif Frimel
on December 5

On the Move

Stewart Robertson – CZ Fire Operations
Specialist
Courtney Murray – UCR Incident Business
Specialist
Welcome Stew and Courtney to their new
positions!

Fall Food Drive

The winner of the fall food drive is Central
Zone!!

October 15 – November 13, 2018
872 food items were donated to our local
community food banks!!

Central zone (10 employees) – 83 items
CRVFO (50 employees) – 395 items
GIAC (15 employees) – 75 items
GJFO (70 employees)
- 319 items



Building a More Inclusive Workplace

Full article Entrepreneur.com, by Frans Johnansson – September 8, 2017

<https://www.entrepreneur.com/article/299531>

*The more diversity you bring to your team,
the greater your chances of finding
groundbreaking insights and solutions.*

Here are five ways that you, as an employee, can help create a more inclusive workplace immediately:

1. Bounce an idea off of someone unexpected in your office.

Companies are structured for narrow execution, so chances are, you are sitting on a team of experts skilled and experienced in one area -- product development, let's say. Around this team, you regularly interact with other relevant teams such as marketing and sales. It's not likely that you would have shared an idea or challenge with someone in procurement. Why would you? At tech companies, for example, software developers often doubt they could ever learn anything from marketers. But, if you have 10 minutes, give it a go and see what questions or insights that unexpected colleague gives you in response.

2. Change up your environment.

If you can do it in your workplace, leave your desk and work in a different area of the office for a few hours. You'd be surprised at how it can really change up your perspective.

3. Rotate who runs your meetings.

Change up the dynamic by rotating who runs

meetings. Give that individual the leeway to be creative, while ensuring you're in alignment on the goals of the meeting. This gets people engaged and sends a signal that everyone's contribution matters. When done well, this creates openings for everyone to weigh in and, hopefully, inspire lively discussions and decisive actions.

4. Leave your assumptions at the door.

It is easy and often natural to make assumptions about others in the workplace, leading to misunderstandings, biases and often wrong conclusions. The next time you find yourself assuming something of someone -- even if it's as simple as "She's probably too busy" -- stop yourself. And ask the question first of that individual. Even if you confirm your assumption, you now have an informed understanding as a basis for further exploration and clarity.

5. Talk about something other than work.

It is easy to get caught up in the day-to-day responsibilities of your job and not take the time to actually get to know people in your office. Disrupt the work paradigm by having a conversation with a colleague you don't normally talk to and engage them on a non-work related topic. As you consider ways to bring your whole self to the office, it is good to find a connection with others outside of work.

There exist limitless opportunities in every industry. Where there is an open mind, there will always be a frontier.

- Charles F Kettering

employee highlight >>> Stewart Robertson



Stewart Robertson is now the Fire Operations Specialist for the Central Zone in Rifle. He is looking forward to using his experience to help develop current and future firefighters and strengthen an already strong and complex fire program. In July 2017 Stewart took his first position on the UCR as a the White River WFM leader. Stewart's previous experience includes five years on a Fire Use Module and four seasons running a Type 6 engine – all at Bandelier National Monument. Prior to that he served as a Fire Archaeologist at Grand Canyon National Park. Stewart began his federal career as an archaeologist in Montana in 2000. He got the fire bug that summer and began helping on fires including a desire to get a Dozer Boss qualification to help avoid damage to

archaeological sites. He received a lot of support from the local fire staff to pursue that. That morphed into a career and he realized that he was having way more fun in fire than in resource management. What he enjoys most about wildland fire is that, for the most part, you 'leave it all out in the field.' In many positions the stack of things to do seems to keep piling up, in fire after 14 days it's over for you and you head home. That appealed to Stew, and all the cool things about the job too. Stewart was born in Washington D.C. and was raised in Birmingham, Alabama. He used to telemark ski and fly fish. He had to put those hobbies aside for now, but he can't wait for his two boys to get old enough where he can teach them to ski and fish and they can do it together. He met his wife Carmen while working at the Grand Canyon. He was the Fire Archaeologist and she was the Fire Biologist. They have two boys Wyatt (5) and Holden (2). Last summer Carmen worked at the Grand Junction Dispatch Center helping with Logistics.

talking points >>>

Mental Health.Gov
Consumer Guide, Get Help, Treatment
Locator
<https://www.mentalhealth.gov/>

Safe 2 Tell
Allows students, parents and community
members to anonymously report anything
that is concerning or threatening.
877-540-3935
<https://safe2tell.org/>

Colorado Crisis Services
There are four ways to get confidential and
immediate help.
1-844-493-8255
<https://coloradocrisiservices.org/>

UCR Diversity and Inclusion Team Members

Kelly Boyd, Unaweep WFM Lead
Rita Clipperton, Rifle Asst. Helitack Foreman
Justin Conrad, EZ Asst. FMO
Sarah Culhane, Unit Aviation Manager
Mary Flynn, WRNF Recreation – Special Uses
Jeff Frimel, Admin Specialist
Sarah Hankens, WRNF Rifle District Ranger
Linde Jacks, GIS Specialist
Chad Johnson, Rifle Helitack Foreman
Patrick Kieran, WZ Fire Ops Specialist
Jake Lloyd, Asst. Tanker Base Manager
Courtney Murray, Admin Specialist
Tim Spurr, WZ Engine 2613 Engineer
Max Guest, White River WFM Crew Member

Brainteaser

When does Christmas come before Thanksgiving? Answer hidden on this page

Mental Health

personal growth >>>

<https://www.mentalhealth.gov/basics/mental-health-myths-facts>

Mental Health Problems Affect Everyone

Myth: Mental Health Problems don't affect me.

Fact: Mental health problems are very common. In 2014, about:

- One in five American adults experienced a mental health issue
- One in 10 young people experienced a period of major depression
- One in 25 Americans lived with a serious mental illness, such as schizophrenia, bipolar disorder, or major depression

Suicide is the 10th leading cause of death in the United States. It accounts for the loss of more than 41,000 American lives each year, more than double the number of lives lost to homicide.

MentalHealth.gov

<https://www.vaildaily.com/thrive/talking-to-your-doctor-about-mental-health-is-essential/>

<https://www.womenshealth.gov/mental-health>

<http://mantherapy.org/>

<https://www.magellanassist.com/default.aspx>

final thoughts...

Do you have an idea for our newsletter (ex: topic, photos, employee to highlight, etc.)?

Feel free to contact any DIG member or you can email us at ucr.dig@gmail.com

If you want to join the DIG please contact any member.